

Director and Executive remuneration

Our Director remuneration earnings for 1 July 2020 to 30 June 2021

Director	Short-term benefits		Post-employment benefits	
	Cash and monetary benefits ¹ \$	Non-monetary benefits ³ \$	Super ⁴ \$	Total remuneration \$
John Brumby ^{2, 5}	109,056	0	10,360	119,416
Don Rowland ^{2, 5}	57,434	0	5,456	62,890
Sue Walpole ^{2, 5}	64,332	0	6,112	70,444
Sue Dahn ^{2, 6}	96,236	0	9,143	105,379
David Smith ⁶	82,299	0	7,818	90,117
Rhonda O'Donnell ^{2, 6}	84,457	0	8,023	92,480
Anne O'Donnell ^{2, 6}	86,721	0	8,239	94,960
Peter Savige ²	75,400	0	7,163	82,563
Geoff Lowe ²	84,023	0	7,982	92,005
Naomi Edwards ⁷	36,273	0	3,446	39,719
Tom Lynch ⁷	17,967	0	1,707	19,674
John Mazengarb ⁷	20,664	0	1,963	22,627
Jessica Munday ⁷	17,967	0	1,707	19,674
Susan Parr ⁷	17,967	0	1,707	19,674

¹ Includes all salary sacrifice amounts. For Directors marked with ², during the 2020–21 financial year and in consideration of the economic difficulties being experienced because of the COVID-19 pandemic, the Directors resolved to take a 10% fee reduction for six months from 1 July 2020. The fees saved were processed as a salary sacrifice, with funds donated to establish the Spirit Super Scholarship program.

³ Includes car, car parking and group salary continuance insurance.

⁴ Includes super guarantee contributions.

⁵ MTAA Super Director ceased 31 March 2021.

⁶ MTAA Super Director from 1 July 2020 to 31 March 2021 and commenced as Spirit Super Director from 1 April 2021.

⁷ Spirit Super Director commenced 1 April 2021.

Our Executive team remuneration earnings for 1 July 2020 to 30 June 2021

	Cash and monetary benefits ⁸ \$	Short-term benefits			Post-employment benefits	
		Bonus ⁹ \$	Termination Payments ¹⁰ \$	Non-monetary benefits ¹¹ \$	Super ¹² \$	Total remuneration \$
Phil Brown ¹³	216,952	42,749	433,411	1,834	24,672	719,618
Michael Irving ¹⁴	178,190	29,937	208,534	3,140	19,772	439,573
Chris Porter ¹⁴	178,830	32,434	286,058	3,601	20,070	520,993
Michael Sykes ¹⁴	219,610	61,308	376,614	3,225	24,974	685,731
Leeanne Turner ¹⁵	489,302	69,247	0	7,458	32,545	598,552
Kathleen Crawford ¹⁶	64,402	0	0	642	6,118	71,162
Ningning Lyons ¹⁶	64,571	0	0	642	6,118	71,331
Ross Barry ¹⁷	220,673	31,963	0	0	24,000	276,636
Robyn Judd ¹⁶	61,731	0	0	642	5,815	68,188
Amy Ward ¹⁶	56,308	0	0	967	5,349	62,624
Grace Angeles ¹⁸	216,682	14,437	0	3,400	21,956	256,475
Alan Thuaux ¹⁶	44,812	0	0	4,458	4,257	53,527
Shaun O'Malley ¹⁶	55,135	0	0	886	5,238	61,259
Sally Tallentire ¹⁶	43,404	0	0	845	4,123	48,372
Alex Mehl ¹⁹	104,995	0	0	1,017	9,975	115,987

⁸ Includes all salary sacrifice amounts.

⁹ Bonus paid relates to short term incentive payments.

¹⁰ Executives received termination payments when made redundant because of the merger. The termination payments are made up of redundancy payments and the pay out of any accrued leave entitlements.

¹¹ Includes car, car parking and group salary continuance insurance.

¹² Includes super guarantee contributions.

¹³ MTAA Super Executive ceased 16 October 2021.

¹⁴ MTAA Super Executives ceased 31 March 2021.

¹⁵ MTAA Super Chief Executive Officer from 1 July 2020 to 31 March 2021, Spirit Super Chief Executive Officer from 1 April 2021.

¹⁶ Spirit Super Executive commenced 1 April 2021.

¹⁷ MTAA Super Chief Investment Officer commenced 28 September 2020 to 31 March 2021, Spirit Super Chief Investment Officer from 1 April 2021.

¹⁸ MTAA Super Acting Executive Manager, Finance from 1 July 2020 to 31 March 2021, Spirit Super Chief Finance Officer from 1 April 2021.

¹⁹ MTAA Super Head of Technology 26 October 2020 to 31 March 2021, Spirit Super Head of Technology from 1 April 2021.